



District of Columbia
Office of the State Superintendent of Education

Educator Talent and Equity Dashboard Navigation Guide

September 2021

Contents

Introduction..... 2

Educator Talent and Equity Dashboard Timeline 2

Access to the Educator Talent and Equity Dashboard 2

Preferred Internet Browser..... 2

Login to the Application 3

How is the Educator Talent and Equity Dashboard organized?..... 5

Data Sources for the application..... 5

Data and caveats in the application..... 5

Navigating the Educator Talent and Equity Dashboard 6

Demographic Charts..... 10

Retention/Mobility Charts 15

Introduction

The Office of the State Superintendent of Education's (OSSE's) Faculty and Staff application has two modules – Faculty and Staff Data Collection Module and Educator Talent and Equity Dashboard Module.

Faculty and Staff Data Collection Module: Provides local education agencies (LEAs) a platform to submit their annual Faculty and Staff data to OSSE.

Educator Talent and Equity Dashboard Module: Provides each DC LEA and OSSE staff with insights on teacher supply and demand, retention, and teacher equity.

This document serves as the navigation guide for the Educator Talent and Equity Dashboard Module.

Educator Talent and Equity Dashboard Timeline

For the 2021-22 school year, the dashboard will be available to LEAs in two phases.

Phase 1: Demographics, Retention/Mobility sections	Wednesday, Sept. 15, 2021
Phase 2: Teacher Equity Comparisons section	Wednesday, Oct. 20, 2021
Phase 3: Updated data*	February 2022

*The Educator Talent and Equity Dashboard will reflect the certified 2021-22 Faculty and Staff data collection data in February 2022.

Access to the Educator Talent and Equity Dashboard

To access the Educator Talent and Equity Dashboard, LEA staff first must have an OSSE Statewide Longitudinal Education Data (SLED) system account and must be assigned to one of the following Points of Contact (POCs) in [eSchoolPLUS](#):

1. Faculty and Staff POC
2. Head of School POC
3. LEA Data Manager POC

If an LEA staff member needs a SLED account they must contact their [LEA Data Liaison](#). For further information on how to assign POCs in eSchoolPLUS, please refer to [eSchoolPLUS POC user guide](#).

Preferred Internet Browser

For the best experience, OSSE recommends that LEAs use the latest version of Google Chrome or Apple Safari.

Login to the Application

There are two ways to access the application as described below.

Access Application from SLED

1. Go to SLED at sled.osse.dc.gov;
2. Click on the Related Sites tab located on the navigation bar; and
3. Click on Faculty and Staff Application.

Access Application from Web Address

Log in to the Faculty and Staff Application at data.osse.dc.gov/faculty-and-staff/

To log in to the Faculty and Staff application, follow the steps outlined below.

1. Log in using **SLED credentials**.
2. Click the **Login** button.

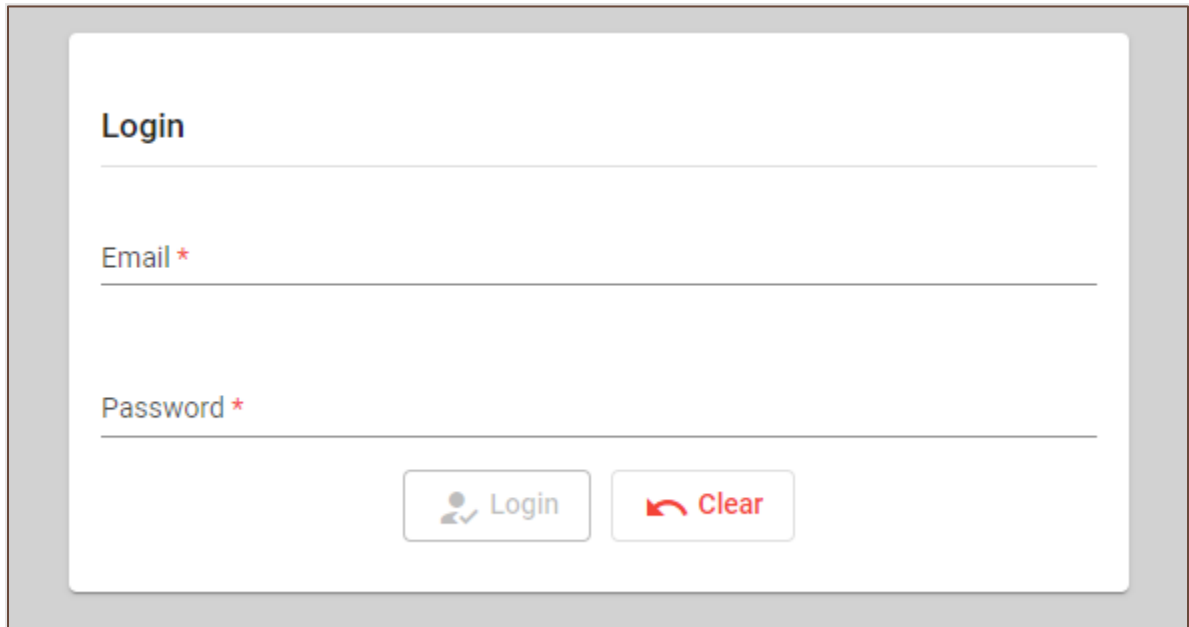
The image shows a login form within a light gray border. At the top, the word "Login" is displayed in a bold, dark font. Below it are two input fields: "Email *" and "Password *", both with red asterisks indicating required fields. At the bottom of the form are two buttons: a "Login" button with a user icon and a "Clear" button with a red arrow icon.

Figure 1: Login Page

3. **Agree** to the consent form.
4. The application displays both the Faculty and Staff Data Collection and Educator Talent and Equity Dashboard Modules. Select the module you wish to view by clicking **Proceed**

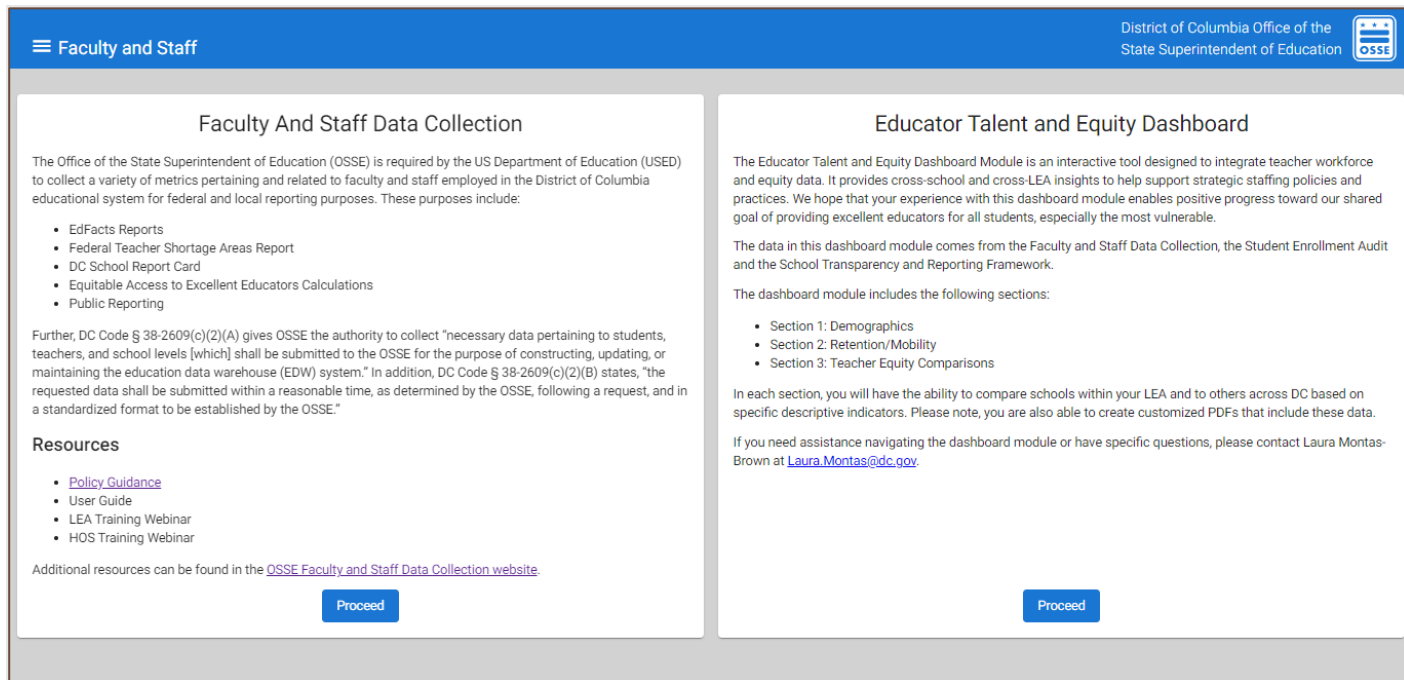


Figure 2: Module Display

- To view a different module, simply select the other module from the Menu.

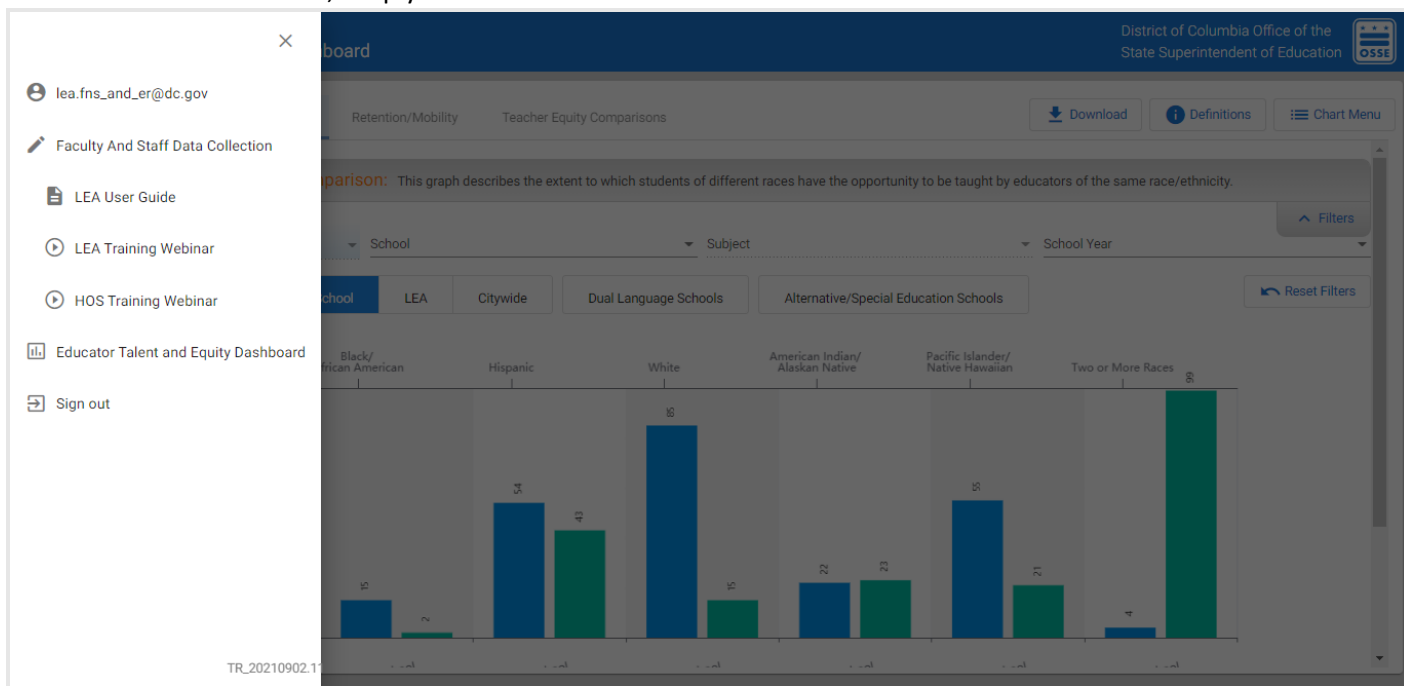


Figure 3: Selecting Module

How is the Educator Talent and Equity Dashboard organized?

The Educator Talent and Equity Dashboard has four sections:

Home: The Home page contains a brief introduction to the application. The home page is the default entry point when logging in to the application.

Demographics: The Demographics section contains data related to staff demographics. Click [here](#) for details.

Retention/Mobility: The Retention/Mobility section contains data related to staff retention and mobility. Click [here](#) for details.

Teacher Equity Comparisons: The Teacher Equity Comparisons section contains teacher equity data. This section will be available to LEAs in October 2021.

Data Sources for the application

The application uses data from the following data sources:

- School and LEA Information Management System (SLIMS)
- Annual LEA Faculty and Staff Data Collection Rosters
- DC Student Enrollment Audit Data
- School Transparency and Reporting (STAR)

Data and caveats in the application

1. In the initial release, the application displays teacher workforce and equity data for the 2018-19, 2019-20 and 2020-21 school years. The application will continue to add additional school year data in future school year releases.
2. The application only displays aggregate counts. The application does not display any individual-level student or staff data.
3. The application counts staff based on the Unique Faculty and Staff Identifier generated using the staff member's full name, date of birth and the last four digits of their Social Security number or tax ID.
4. Since STAR Ratings are not available for the 2019-20 and 2020-21 school years, the application displays STAR Rating charts only for 2018-19 school year.
5. In the demographic section, the application does not display any data if the LEA has reported zero count for the metric or if the LEA did not submit any data for the metric. In the retention section, the application does not display any data if the LEA did not submit data for the metric, and the application reports percentage rates of zero.
6. In the Race and Ethnicity graphs, the application does not display data when the race or ethnicity reported is "Other" or "Unknown".

Navigating the Educator Talent and Equity Dashboard

This section explains how to navigate the application.

1. When clicking on a section, by default, the dashboard displays the first chart available under the Chart Menu in that section. For example, when clicking the Demographics section, the application by default displays **Student Teacher Demographics Comparison** chart as it is the first chart under the Chart Menu.

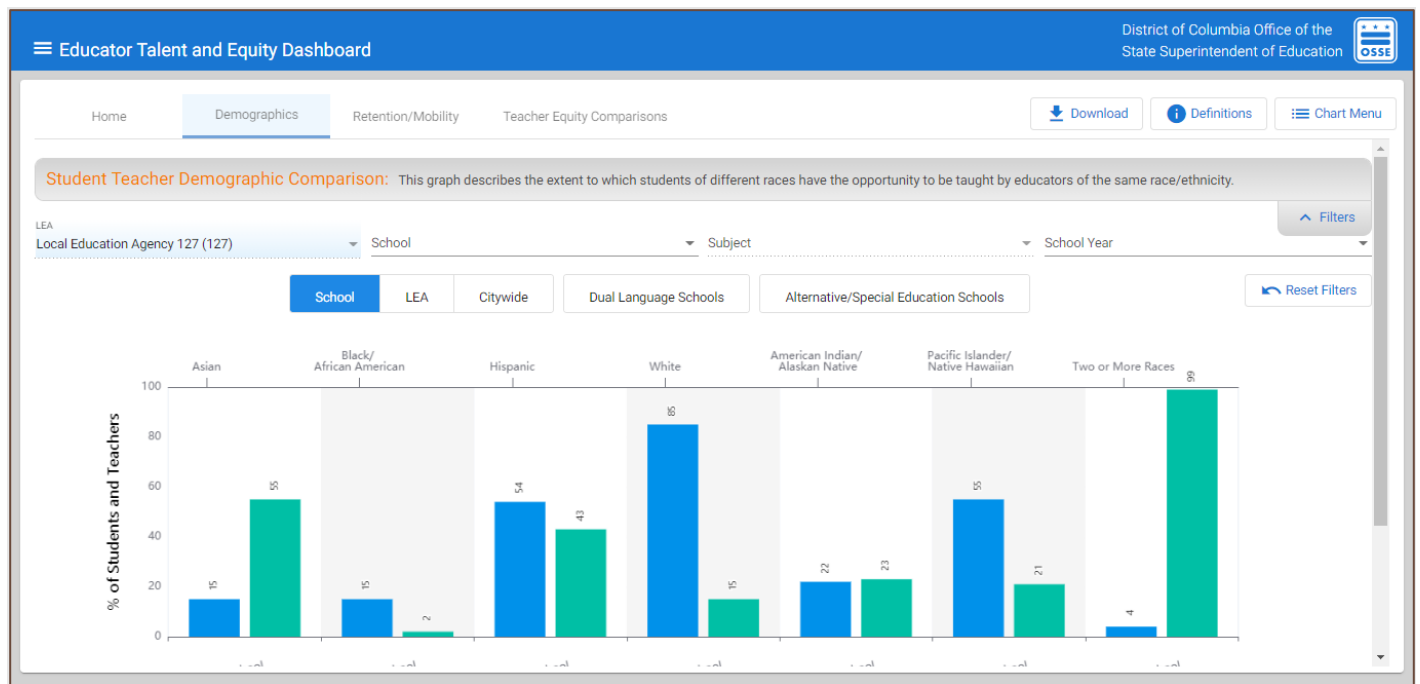


Figure 4: Displaying the first graph under the chart menu

2. To view other charts, for example, the **Teacher Years of Teaching Experience** chart, click on Chart Menu, find **Teacher Years of Teaching Experience** chart and click on it.

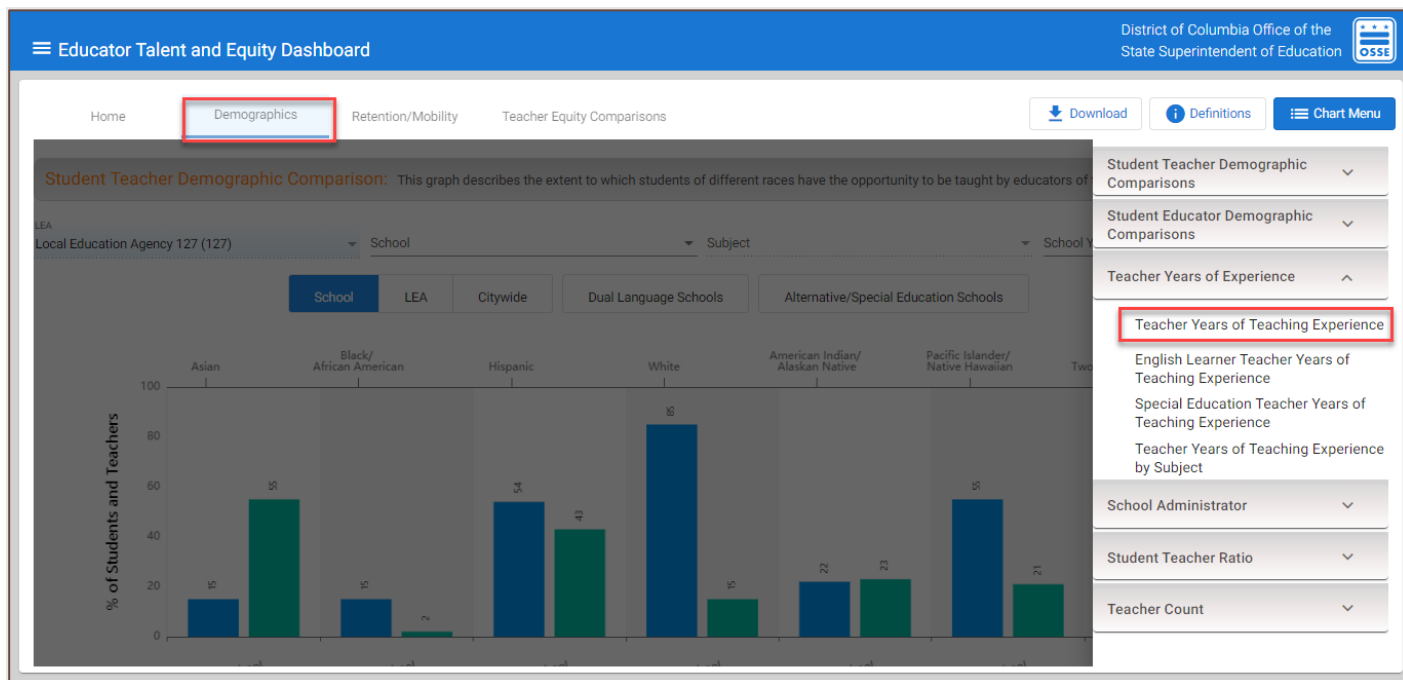


Figure 5: Selecting another graph from chart menu

- The application by default displays school data.

NOTE: If no school is selected in the school filter, the application displays aggregate data for all schools in the school bar.

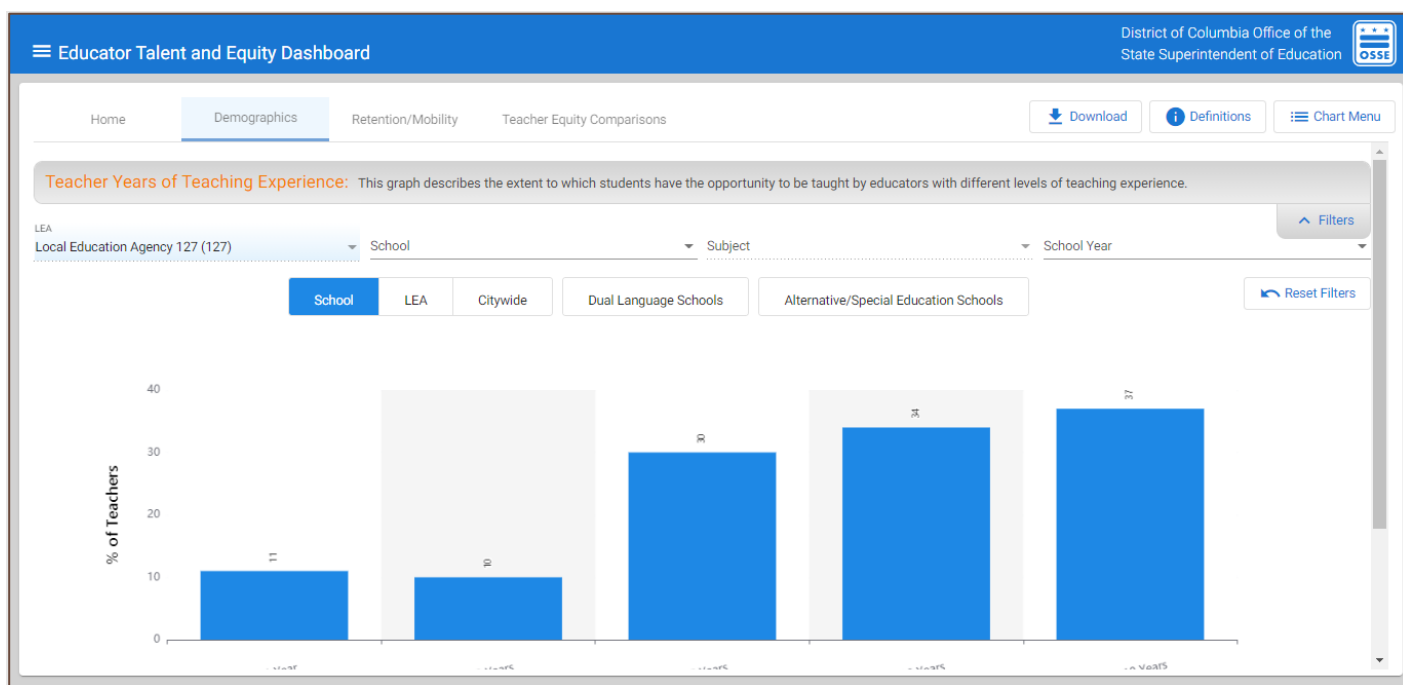


Figure 6: Default view of the graph

- Various filters and levels of data can be applied to view the desired data. In this particular chart, School and School Year filters are available, and levels of data include School, LEA, Citywide, Dual-Language Schools, Alternative/Special Education Schools.

Difference between Filters and Levels of Data

- **Filter:** When applying a filter, the application shows only a portion of the data. As an example, if filtering to show only 2020-21 school year data, the application displays only 2020-21 school year data.
- **Levels of data:** By selecting levels of data, another level of comparable data is added to the chart. As an example, school data can be compared with LEA level and Citywide data. See the below graph to see how LEA, Citywide and other levels of data are added next to school data.

NOTES:

- If a school or a level of data is disabled for a chart, it means that filter or level of data is not available for that chart.
- In many charts, up to six schools can be selected at a time, while other charts allow only one school to be selected at a time.

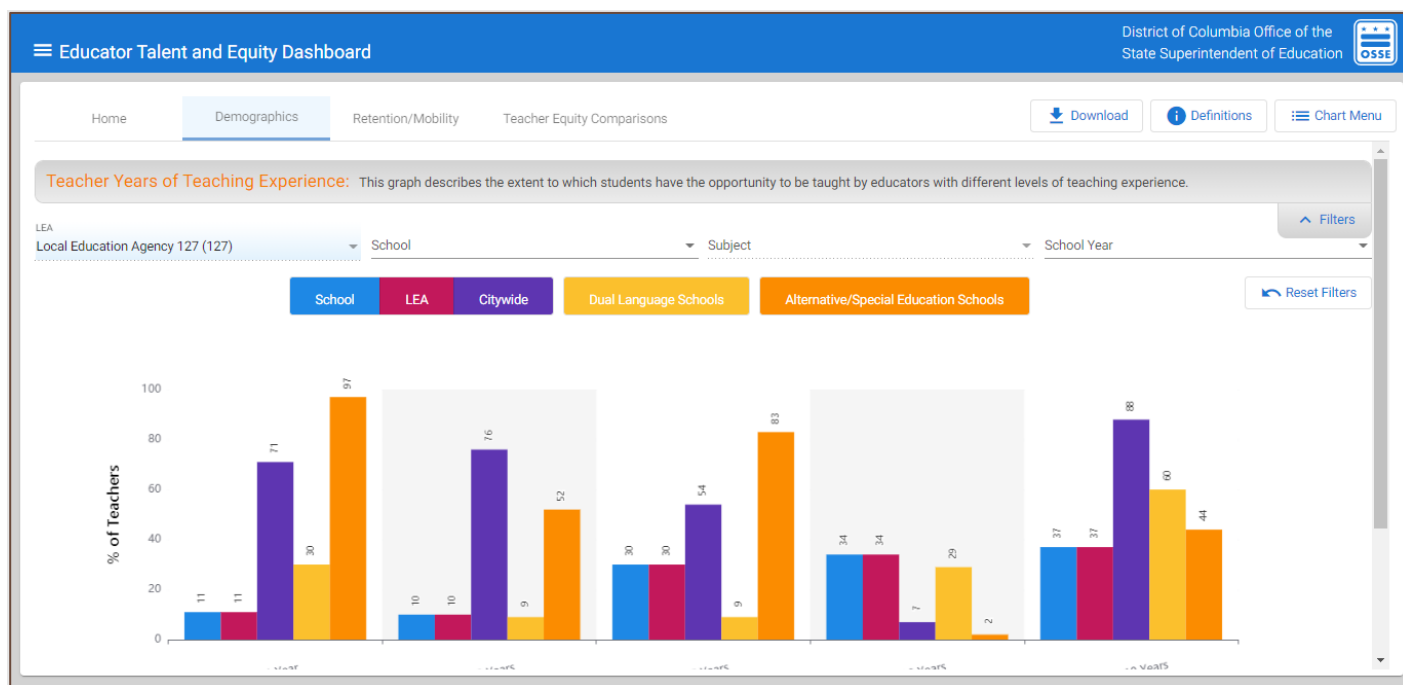


Figure 7: Adding filters and levels of data to the chart

5. The application provides an interpretation of most charts to make it easier to understand the data in the chart. Note, for a limited number of charts, interpretations are not displayed for the Phase I release. Updates are forthcoming in subsequent releases. The interpretation is collapsed by default; clicking on **Read More** expands the view to read the full interpretation.

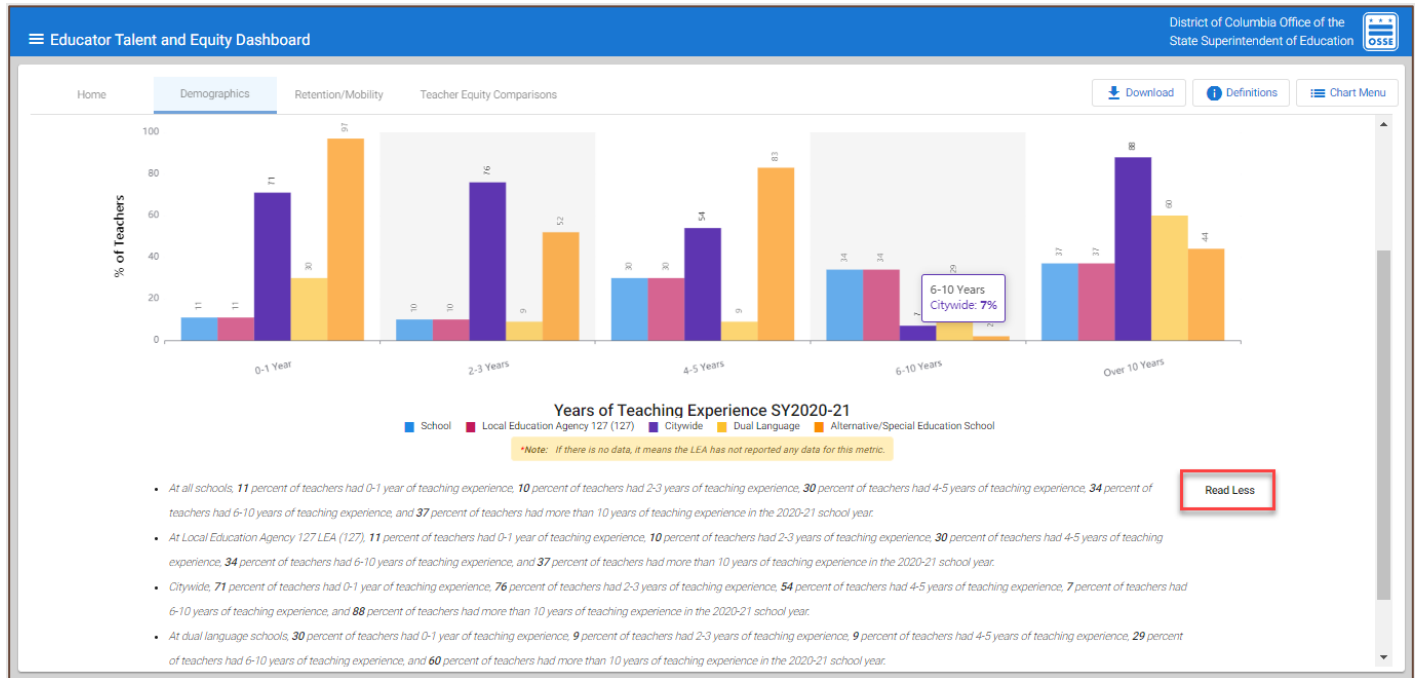


Figure 8: Chart Interpretation

- Charts can be downloaded [starting in Oct. 20] by clicking on the **Download** button located on the top-right corner.
- The application also provides definitions for the terms used in the chart by clicking on the **Definitions** button located on the top-right corner.
- Recorded trainings can be viewed under the **Menu** located on the top-left corner.

Demographic Charts

Chart Name	Filters/Level of Data Available	Data Sources	Logic
Student Teacher Demographic Comparison	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide Dual Language Schools Alternative/Special Education Schools 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	<ol style="list-style-type: none"> Student Rate is calculated as the total number of unduplicated stage 5 enrolled students with a specific race using the enrollment audit data of the given school year divided by the total number of unduplicated stage 5 enrolled students in the enrollment audit of that school year. A stage 5 enrolled student is student who is enrolled in a school and is receiving educational services. Teacher Rate is calculated as the total number of unduplicated teachers in a specific race based on the Faculty and Staff Roster of the given school year divided by the total number of unduplicated teachers in that school year.
English Learner Student to English Learner Teacher Demographic Comparison	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	<ol style="list-style-type: none"> English Learner Student Rate is calculated as the total number of unduplicated stage 5 enrolled English learner students in a specific race using the enrollment audit data of the given school year divided by the total number of unduplicated Stage 5 enrolled English learner students in the enrollment audit of that school year. Teacher Rate is calculated as the total number of unduplicated English learner teachers in a specific race based on the Faculty and Staff Roster of the given school year divided by the total number of unduplicated English learner teachers in that school year.
Student Educator Demographic Comparison	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	<ol style="list-style-type: none"> Student Rate is calculated as the total number of unduplicated stage 5 enrolled students in a specific race using the enrollment audit data of the given school year divided by the total number of unduplicated Stage 5 enrolled students in the enrollment audit of that school year. Teacher Rate is calculated as the total number of unduplicated teachers in a specific race based on the Faculty and Staff Roster of the given school year divided by the total number of unduplicated teachers in that school year. Paraprofessional Rate is calculated as the total number of unduplicated paraprofessionals in a specific race based on the Faculty and Staff Roster of the

Chart Name	Filters/Level of Data Available	Data Sources	Logic
			<p>given school year divided by the total number of unduplicated paraprofessionals in that school year.</p> <p>4. School Administrator Rate is calculated as the total number of unduplicated school administrators in a specific race based on the Faculty and Staff Roster of the given school year divided by the total number of unduplicated school administrators in that school year.</p>
Teacher Years of Teaching Experience	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide Dual Language Schools Alternative/Special Education Schools 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Years of Teaching Experience is calculated as the total number of unduplicated teachers with a value (as reported in the Faculty and Staff Roster of the given school year) in the specified range of “Years of Experience” category divided by the total number of unduplicated teachers with values within the specified range of “Years of Experience” category that school year.
English Learner Teacher Years of Teaching Experience	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	The English Learner Teacher Years of Teaching Experience is calculated as the total number of unduplicated English Language teachers with a value (as reported in the Faculty and Staff Roster of the given school year) in the specified range of “Years of Experience” category divided by the total number of unduplicated English Language teachers with values within the specified range of “Years of Experience” category that school year.
Special Education Teacher Years of Teaching Experience	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School 	<ul style="list-style-type: none"> Faculty and Staff Data 	The Special Education Teacher Years of Teaching Experience is calculated as the total number of unduplicated Special Education teachers with a value (as reported in the Faculty and Staff Roster of the given school year) in the specified range of “Years of Experience” category divided by the total number of unduplicated Special Education teachers with values within the specified range of “Years of Experience” category that school year.

Chart Name	Filters/Level of Data Available	Data Sources	Logic
	<ul style="list-style-type: none"> • LEA • Citywide 		
Teacher Years of Teaching Experience by Subject	Filters: <ul style="list-style-type: none"> • School • School Year • Subject Levels of Data: <ul style="list-style-type: none"> • School • LEA • Citywide 	<ul style="list-style-type: none"> • Faculty and Staff Data 	Teacher Years of Teaching Experience by Subject is calculated as the total number of unduplicated teachers with the specified value in Subject Area in the Faculty and Staff Roster of the given school year by Years of Experience category divided by the total number of unduplicated teachers with the value in the specified Subject Area in that school year.
School Administrator Years of Experience	Filters: <ul style="list-style-type: none"> • School • School Year Levels of Data: <ul style="list-style-type: none"> • School • LEA • Citywide 	<ul style="list-style-type: none"> • Faculty and Staff Data 	School Administrator Years of Experience is calculated as the total number of unduplicated school administrators with a value (as reported in the Faculty and Staff Roster of the given school year) in the specified range of “Years of Administrator Experience” category divided by the total number of unduplicated school administrators with values within the specified range of “Years of Administrator Experience” category that school year.
Student Teacher Ratio	Filters: <ul style="list-style-type: none"> • School • School Year Levels of Data: <ul style="list-style-type: none"> • School • LEA • Citywide • Dual Language Schools • Alternative/Special Education Schools 	<ul style="list-style-type: none"> • Faculty and Staff Data • DC Student Enrollment Data 	Student Teacher Ratio is calculated as total number of unduplicated stage 5 enrolled students in the enrollment audit of the given school year divided by the total number of unduplicated teachers in that school year.
English Learner Student to	Filters: <ul style="list-style-type: none"> • School 	<ul style="list-style-type: none"> • Faculty and Staff Data 	English Learner Student to English Learner Teacher Ratio is calculated as the total number of unduplicated stage 5 enrolled students with English learner Indicator = Yes in the

Chart Name	Filters/Level of Data Available	Data Sources	Logic
English Learner Teacher Ratio	<ul style="list-style-type: none"> School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> DC Student Enrollment Data 	enrollment audit of the given school year divided by the total number of unduplicated English learner teachers in that school year.
Student Teacher Ratio by Grade Span	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	Student Teacher Ratio in a specific grade band is calculated as the total number of unduplicated stage 5 enrolled students in the grade band based on the enrollment audit of the given school year divided by the total number of unduplicated teachers teaching in the grade band in that school year.
Student Teacher Ratio by School Ward	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	Student Teacher Ratio for a Ward is calculated as the total number of unduplicated stage 5 enrolled students attending a school located in the Ward based on the enrollment audit of the given school year divided by the total number of unduplicated teachers teaching in a school located in the Ward in that school year.
Student Teacher Ratio by STAR Rating	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data SLIMS – LEA and School Information, STAR Rating, Alternative Schools, dual 	Student Teacher Ratio by STAR Rating is calculated as the total number of unduplicated stage 5 students enrolled in a school with a specific STAR rating based on the enrollment audit of the given school year divided by the total number of unduplicated teachers teaching in schools with that STAR Rating in that school year.

Chart Name	Filters/Level of Data Available	Data Sources	Logic
		language schools	
Teacher Count Overall	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide Dual Language Schools Alternative/Special Education Schools 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Count Overall is calculated as total number of unduplicated teachers.
English Learner Teacher Count	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	English Learner Teacher Count is calculated as total number of unduplicated English learner teachers.

Chart Name	Filters/Level of Data Available	Data Sources	Logic
Special Education Teacher Count	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Special Education Teacher Count is calculated as total number of unduplicated special education teachers.
Teacher Count by Subject Area	Filters: <ul style="list-style-type: none"> School School Year Subject Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Count by Subject Area is calculated as total number of unduplicated teachers in a subject area.

Retention/Mobility Charts

Chart Name	Filters /Levels of Data	Data Sources	Logic
Overall Teacher Retention Rate	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Retention Rate Overall is calculated as the total number of unduplicated teachers as of Oct. 5 of the current school year who were also in the previous school year as a teacher divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year.

Chart Name	Filters /Levels of Data	Data Sources	Logic
	<ul style="list-style-type: none"> Dual Language Schools Alternative/Special Education Schools 		
English Learner Teacher Retention Rate	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	English Learner Teacher Retention Rate is calculated as the total number of unduplicated English learner teachers as of Oct. 5 of the current school year who were also in the previous school year as an English learner teacher divided by the total number of unduplicated English learner teachers as of Oct. 5 of the previous school year.
Special Education Teacher Retention Rate	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Special Education Teacher Retention Rate is calculated as the total number of unduplicated special education teachers as of Oct. 5 of the current school year who were also in the previous school year as a special education teacher divided by the total number of unduplicated special education teachers as of Oct. 5 of the previous school year.

Chart Name	Filters /Levels of Data	Data Sources	Logic
Overall Teacher Retention Rate by Subject Area	Filters: <ul style="list-style-type: none"> School School Year Subject Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Retention Rate for a specific subject area is calculated as the total number of unduplicated teachers teaching in the subject area as of Oct. 5 of the current school year who were also teaching in the same subject area in the previous school year divided by the total number of unduplicated teachers teaching in the subject area as of Oct. 5 of the previous school year.
Overall Teacher Retention Rate by % of At Risk Students	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	<ol style="list-style-type: none"> Percent At Risk is calculated as the total number of unduplicated stage 5 enrolled students with At Risk Indicator = Yes in the enrollment audit of the given school year divided by the total number of unduplicated stage 5 enrolled students in the enrollment audit of that school year. Teacher Retention Rate Overall is calculated as the total number of unduplicated teachers as of Oct. 5 of the current school year who were also in the previous school year as a teacher divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year.
Overall Teacher Retention Rate by % of English Learner Students	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	<ol style="list-style-type: none"> Percent English Learners is calculated as the total number of unduplicated stage 5 enrolled students with English Learner Indicator = Yes in the enrollment audit of the given school year divided by the total number of unduplicated stage 5 enrolled students in the enrollment audit of that school year. Teacher Retention Rate Overall is calculated as the total number of unduplicated teachers as of Oct. 5 of the current school year who were also in the previous school year as a teacher divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year.

Chart Name	Filters /Levels of Data	Data Sources	Logic
Overall Teacher Retention Rate by % of Students with Disabilities	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data DC Student Enrollment Data 	<ol style="list-style-type: none"> Percent Students with Disabilities is calculated as the total number of unduplicated Stage 5 enrolled students with Student with Disability = Yes in the enrollment audit of the given school year divided by the total number of unduplicated stage 5 enrolled students in the enrollment audit of that school year. Teacher Retention Rate Overall is calculated as the total number of unduplicated teachers as of Oct. 5 of the current school year who were also in the previous school year as a teacher divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year.
Overall Teacher Retention Rate by Teacher's Grade Span	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Retention Rate for a grade band is calculated as the total number of unduplicated teachers teaching in the grade band as of Oct. 5 of the current school year who were also teaching the same grade band in the previous school year divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year teaching in the grade band.
Overall Teacher Retention Rate by School Ward	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Retention Rate for a Ward is calculated as the total number of unduplicated teachers teaching in a school located in the Ward as of Oct. 5 of the current school year who were also teaching in a school located in the same Ward in the previous school year divided by the total number of unduplicated teachers teaching in a school located in the Ward as of Oct. 5 of the previous school year.

Chart Name	Filters /Levels of Data	Data Sources	Logic
School Administrator Retention Rate	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide Dual Language Schools Alternative/Special Education Schools 	<ul style="list-style-type: none"> Faculty and Staff Data 	School Administrator Retention Rate is calculated as the total number of unduplicated school administrators as of Oct. 5 of the current school year who were also in the previous school year as a school administrator divided by the total number of unduplicated school administrators as of Oct. 5 of the previous school year.
Teacher Retention by Teacher Race	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide Dual Language Schools Alternative/Special Education Schools 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Retention by Teacher Race is calculated as the total number of unduplicated teachers in a specific race as of Oct. 5 of the current school year faculty and staff roster who were also in the previous school year divided by the total number of unduplicated teachers in that specific race as of Oct. 5 of the previous school year.

Chart Name	Filters /Levels of Data	Data Sources	Logic
English Learner Teacher Retention by Teacher Race	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	English Learner Teacher Retention Rate is calculated as the total number of unduplicated English learner teachers in a specific race as of Oct. 5 of the current school year faculty and staff roster who were also in the previous school year divided by the total number of unduplicated English learner teachers in that specific race as of Oct. 5 of the previous school year.
Teacher Retention by Teacher Years of Experience	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide Dual Language Schools Alternative/Special Education Schools 	<ul style="list-style-type: none"> Faculty and Staff Data 	<p>Teacher Retention Rate for the year range is calculated as the total number of unduplicated teachers as of Oct. 5 of the current school year with the value in Teacher Years of Teaching Experience field in the current school year faculty and staff roster who were also in the previous school year divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year with the value in the Teacher Years of Teaching Experience field.</p> <p>For example, Teacher Retention Rate for 2-3 Years is calculated as the total number of unduplicated teachers as of Oct. 5 of the current school year with Teacher Years of Teaching Experience = 2 or 3 in the current school year faculty and staff roster who were also in the previous school year divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year with Teacher Years of Teaching Experience = 1 or 2.</p>
Teacher Retention by Effectiveness Rating	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide Dual Language Schools 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Retention by Effectiveness Rating is calculated as the total number of unduplicated teachers as of Oct. 5 of the current school year with a specific effectiveness rating in the current school year faculty and staff roster divided by the total number of unduplicated teachers including leavers and transfer out of teacher positions with the same effectiveness rating in the current school year faculty and staff roster.

Chart Name	Filters /Levels of Data	Data Sources	Logic
	<ul style="list-style-type: none"> Alternative/Special Education Schools 		
Teacher Mobility Over Time [available Oct. 20]	<p>Filters:</p> <ul style="list-style-type: none"> School School Year <p>Levels of Data:</p> <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	<ol style="list-style-type: none"> Continued teaching at the same school is calculated as the total number of unduplicated teachers in a school as of Oct. 5 of the previous school year who are in the same school as a teacher in the current school year faculty and staff roster divided by the total number of unduplicated teachers in the original school as of Oct. 5 of the previous school year. Left the school but continued teaching at another school in the same LEA is calculated as the total number of unduplicated teachers in a school as of Oct. 5 of the previous school year who are in a different school within the same LEA as a teacher in the current school year faculty and staff roster divided by the total number of unduplicated teachers in the original school as of Oct. 5 of the previous school year. Continued teaching at another LEA in DC is calculated as the total number of unduplicated teachers in an LEA as of Oct. 5 of the previous school year who are in a different LEA as a teacher in the current school year faculty and staff roster divided by the total number of unduplicated teachers in the original LEA as of Oct. 5 of the previous school year. No longer teaching in DC but serving as a School Administrator is calculated as the total number of unduplicated teachers as of Oct. 5 of the previous school year who are not in the current school year faculty and staff roster as a teacher but are in the current school year faculty and staff roster as a school administrator divided by the total number of unduplicated teachers as of Oct. 5 of the previous school year. No longer teaching in DC is calculated as the total number of unduplicated teachers as of Oct. 5 of the previous school year who are no longer in the current school year faculty and staff roster as a teacher divided by the

Chart Name	Filters /Levels of Data	Data Sources	Logic
			total number of unduplicated teachers as of Oct. 5 of the previous school year.
Paraprofessional Movement Over Time [available Oct. 20]	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	<ol style="list-style-type: none"> Continued as a paraprofessional in the same school is calculated as the total number of unduplicated paraprofessionals in a school as of Oct. 5 of the previous school year who are in the same school as a paraprofessional in the current school year faculty and staff roster divided by the total number of unduplicated paraprofessionals in the school as of Oct. 5 of the previous school year. Left the school but continued as a paraprofessional at another school in the same LEA is calculated as the total number of unduplicated paraprofessionals in an LEA as of Oct. 5 of the previous school year who are in the same LEA as a paraprofessional in the current school year faculty and staff roster divided by the total number of unduplicated paraprofessionals in the LEA as of Oct. 5 of the previous school year. Left the LEA but continued as a paraprofessional in another LEA in DC is calculated as the total number of unduplicated paraprofessionals in an LEA as of Oct. 5 of the previous school year who are in a different LEA as a paraprofessional in the current school year faculty and staff roster divided by the total number of unduplicated paraprofessionals in the original LEA as of Oct. 5 of the previous school year. Moved from a paraprofessional to a teaching position in the same school is calculated as the total number of unduplicated paraprofessionals in a school as of Oct. 5 of the previous school year who are in the same school as a Teacher in the current school year faculty and staff roster divided by the total number of unduplicated paraprofessionals in the school as of Oct. 5 of the previous school year.

Chart Name	Filters /Levels of Data	Data Sources	Logic
			<ol style="list-style-type: none"> 5. Moved from a paraprofessional to a teaching position in a different school but same LEA is calculated as the total number of unduplicated paraprofessionals in a school as of Oct. 5 of the previous school year who are in a different school within the same LEA as a teacher in the current school year faculty and staff roster divided by the total number of unduplicated paraprofessionals in the original school as of Oct. 5 of the previous school year. 6. Moved from a paraprofessional to a teaching position in a different LEA is calculated as the total number of unduplicated paraprofessionals in an LEA as of Oct. 5 of the previous school year who are in a different LEA as a teacher in the current school year faculty and staff roster divided by the total number of unduplicated paraprofessionals in the original LEA as of Oct. 5 of the previous school year. 7. No longer serving as a paraprofessional or teacher in DC is calculated as the total number of unduplicated teachers and Paraprofessionals as of Oct. 5 of the previous school year who are no longer in the current school year faculty and staff roster as a teacher or paraprofessional divided by the total number of unduplicated teachers and Paraprofessionals as of Oct. 5 of the previous school year.
Teacher Vacancies	Filters: <ul style="list-style-type: none"> School School Year Levels of Data: <ul style="list-style-type: none"> School LEA Citywide 	<ul style="list-style-type: none"> Faculty and Staff Data 	Teacher Vacancies for a subject area is calculated as the total number of vacant positions in that subject area as of Oct. 5 of the given school year.